

Budget Unit: Student Achievement/Teacher Quality

BU Number: 2820I690001

Overview

The Student Achievement and Teacher Quality (SATQ) Program began in FY 2002 to provide a structure for increasing teacher salaries, while emphasizing student achievement. From the start of the appropriation to FY 2009, the SATQ appropriation included teacher compensation to supplement base teacher compensation statewide. In FY 2010, the funding for the teacher salary supplement was shifted from the SATQ appropriation to the school aid formula. Currently, the SATQ appropriation is allocated among four programs:

- National Board Certification
- Mentoring and Induction
- Career Development and Evaluator Training
- Teacher Development Academies

National Board Certification

National Board Certification (NBC) is a certification program designed and administered by the [National Board for Professional Teaching Standards](#) (NBPTS). The NBC is available to teachers nationwide and requires candidates to demonstrate teaching practice as measured against high and rigorous standards.

The state began funding awards for teachers receiving NBC in FY 1999. During the 2007 Legislative Session, SF 277 (Educational Standards – Practitioners and Staff and Student Achievement) ended funding for teachers receiving NBC after December 31, 2007. During the 2012 Legislative Session, SF 2284 (Education Reform) reestablished the financial incentives provided to Iowa teachers certified by the NBPTS. The 2012 statutory change allows those that qualified after December 31, 2007, and before July 1, 2012, to apply for award prior to May 1, 2013. In addition, all future applicants that submit paperwork within one year of certification will also be eligible for the funding. Teachers eligible for the awards must meet the following qualifications (if one of the qualifications is not met the teacher is not eligible for an award):

- The individual has all qualifications required by NBPTS for application for certification.
- The individual is a teacher.
- The individual is employed by a school district in Iowa.
- The individual receives a salary as a classroom teacher.
- The individual completes the Department of Education (DE) application process. This includes submitting verification of NBC registration.
- The individual has not received reimbursement from this program at any previous time.

Teachers meeting the qualifications are eligible to receive the following awards:

- An initial reimbursement of one-half of the registration fee charged by the NBPTS. The registration fee includes a \$2,500 certification assessment fee.
- Final reimbursement of the remaining one-half of the registration fee charged by NBPTS when the teacher notifies the DE that certification has been achieved.
- A \$2,500 annual award for a maximum period of 10 years.

More Information

Iowa Department of Education: <https://www.educateiowa.gov/>

[Student Achievement, Accountability and Professional Development Annual Report – January 2013](#)

Iowa General Assembly: <http://www.legis.iowa.gov/index.aspx>

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Student Achievement/Teacher Quality

Ambassador to Education

The allocation for the NBC also includes a suballocation for the ambassador to education to act as an education liaison to primary and secondary schools in Iowa. The [Iowa Teacher of the Year](#) can choose to serve as the ambassador to education. The suballocation is awarded to the school district by the DE to pay for the salary and benefits of the person selected as ambassador to education, to allow a one-year sabbatical for the individual selected to serve as the ambassador.

Mentoring and Induction

The Beginning Teacher Mentoring and Induction Program was created to promote excellence in teaching, enhance student achievement, build a supportive environment within school districts and area education agencies (AEAs), increase the retention of promising beginning teachers, and promote the personal and professional well-being of teachers. Every beginning educator in the first or second year of the profession enters a two-year induction program that addresses personal and professional needs and provides mentor training on [Iowa's Eight Teaching Standards](#). A mentor is assigned to observe, critique, and provide support and advice on effective teaching practices. Mentors must have at least four years of teaching experience and demonstrated skills in classroom training and coaching.

School districts or AEAs receive \$1,300 for each first or second year educator. Funding allows for an award of \$500 per semester (\$1,000 total) to be paid to mentors. The remaining funds can be used by the district or AEAs to pay for related program costs, including FICA or IPERS.

Career Development and Evaluator Training

The DE coordinates a statewide network of professional development resources that aligns with the Iowa teaching standards and contains research-based instructional strategies, instructional improvement strategies, and evaluations. The allocation assists in developing teacher quality committees in every school district and AEA. Teacher quality committees monitor the implementation, evaluation and adoption of professional development plans to ensure the plans align to the professional development plans adopted by the school district or AEA.

Evaluator training is provided to administrators and others that make employment decisions, perform teacher evaluations, make licensure recommendations, and otherwise move teachers along a career path. The training is required to obtain an Evaluator license from the Board of Educational Examiners. The DE is authorized to have up to 4.0 FTE positions for administrative purposes.

Teacher Development Academies

Teacher Development Academies aim to increase teacher skills and student achievement through intensive professional development. The Academies feature research-based content and are designed to support local school districts and AEAs in offering professional development based on the [Iowa Professional Development Model](#).

Funding

Student Achievement/Teacher Quality receives a General Fund Appropriation. The following table shows how the appropriation has been allocated among the four programs:

Student Achievement and Teacher Quality Program					
Allocations of the Annual Appropriation					
	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
National Board Certification	\$ 1,125,000	\$ 902,697	\$ 685,000	\$ 585,000	\$ 846,250
Mentoring and Induction	3,949,750	3,825,249	2,395,157	2,463,590	3,537,875
Career Development/Evaluator Training	695,000	571,731	600,000	600,000	786,816
Teacher Development Academies	1,845,000	1,517,755	1,104,843	1,136,410	1,136,410
Totals:	\$ 7,614,750	\$ 6,817,433	\$ 4,785,000	\$ 4,785,000	\$ 6,307,351

NOTES:
 1) FY 2010 does not reflect transfers from FY 2009 ending balances in the Board of Educational Examiners (\$454,000) and the Institute for Tomorrow's Workforce (\$246,250). Both amounts are applied to Mentoring and Induction to bring the funding to the FY 2009 level.
 2) FY 2011 reflects the mid-year reduction of 6.8% on the total appropriation. An across-the-board reduction in the allocations is assumed.

During the 2013 Legislative Session, [HF 215](#) (Education Reform Appropriations Act) created new allocations intended to begin in FY 2015, under the SATQ General Fund appropriation:

- Teacher Leadership Supplemental Aid – payments to school districts to implement career paths, leadership roles, and compensation framework.
- High-Need School Supplemental Assistance – state funding to allow school districts to develop extended learning time programs, hire instructional support staff, provide additional professional development, or supplement the salary of teachers in schools identified as high-need schools by the DE.

Student Achievement/Teacher Quality

The following table shows the allocations under the SATQ appropriations included [HF 215](#). For FY 2015, the General Assembly will determine the adequate appropriations under the SATQ appropriation to fulfill the needs of the allocations.

Student Achievement and Teacher Quality Program				
Allocations included in Iowa Acts Chapter 121 (HF 215 - Education Reform Appropriations Act)				
	FY 2015	FY 2016	FY 2017	FY 2018
Teacher Leadership Grants and Aid	\$ 50,000,000	\$ 50,000,000	\$ 50,000,000	\$ 0
High-Need School Supplemental Aid	10,000,000	10,000,000	10,000,000	10,000,000
Totals:	\$ 60,000,000	\$ 60,000,000	\$ 60,000,000	\$ 10,000,000

NOTES:

- 1) School districts receiving funding for Teacher Leadership Grants and Aid in FY 2015 through the SATQ appropriation, receive funding through the school aid formula in FY 2016. Approximately 1/3 of the schools will receive funding each year through the SATQ appropriation, and after the initial year the appropriation will come through the school aid formula.
- 2) High-Need School Supplemental Aid does not have a sunset date and continues indefinitely beginning in FY 2015.

Related Statutes and Administrative Rules

Iowa Code sections: [284.13](#)

National Board Certification: [256.44](#), [256.45](#)

Mentoring and Induction: [284.13 \(b\)](#)

Career Development and Evaluator Training: [284.6](#), [284.4 \(1\) \(c\)](#), [284.10](#)

Teacher Development Academies: [284.6 \(10\)](#)

Iowa Administrative Code: [281 IAC](#), Chapter [83](#), Chapter [84](#)